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THEORY, RESEARCH AND PRACTICE OF HUMAN RESOURCE

The theory, research, and practice of Human Resource (HR) has evolved considerably over the past century, and experienced a major transformation in form and function primarily within the past two decades. Driven by a number of significant internal and external environmental forces, HR has progressed from a largely maintenance function, with little if any bottom line impact, to what many scholars and practitioners today regard as the source of sustained competitive advantage for organizations operating in a global economy.

Effective human resource scientific management is critical in the operation of businesses, government agencies, industry and non-profit organizations. Human resources staff help their firms to meet the challenges of a rapidly changing world, especially as the legal environment becomes more complex.

One of the biggest areas of weakness in the Human Resource field is that the field often lacks scientific and accurate measures on many fronts. Taking human capability and nurture it with sound metrics, applied science and dedicated care and utilizing a proprietary customized systems, can help track and reward performance, cultivate goals and improve all-round productivity levels for clients. In addition the technology and systems provide a hire to exit strategy for each and every employee in a specified company in order to ensure that clients hire the right talent, provide stability and grow that talent, while caring for the rewarding end right from the start.

Scientific HR management theory seeks to improve an organization's efficiency by systematically improving the efficiency of task completion by utilizing scientific, engineering, and mathematical analysis. The goal is to reduce waste, increase the process and methods of production, and create a just distribution of goods. This goal serves the common interests of employers, employees, and society.

While scientific HR management principles improved productivity and had a substantial impact on industry, they also increased the monotony of work. The core job dimensions of skill variety, task identity, task significance, autonomy, and feedback all were missing from the picture of scientific management.